

Wellness

Benefits are provided by HealthFitness™

The State of Nebraska wellness program, **wellNEssoptions**, launched in 2009 and has become integral in our efforts to:

1. Create a healthier workforce by encouraging healthy behaviors and the use of preventive care benefits.
2. Control health care costs.

Confidentiality is a Top Priority

Privacy of personal information is our top priority. HealthFitness™ maintains the confidentiality of all personal health information in accordance with federal regulations. This means your personal health information, which is obtained by HealthFitness™, will not be released to the State of Nebraska, except in aggregate form.

What is allowed during work hours?

The following items are allowed for participation during work hours:

- Open Enrollment
- Health assessment
- Onsite biometric health screening
- Sending and receiving e-mails to/from HealthFitness to/from your work e-mail

The following items are not allowed during work hours:

- Health Advising calls
- EMPOWERED Lifestyle Management and Condition Management Coaching calls
- Walk This Way participation - pedometers can be worn during the workday on company time; however, physical activities outside of normal work requirements (example: going for a walk) must be done on personal time (lunch time or break)

If in doubt, refer to your personnel policy, or ask your supervisor.



NOTE: Submitting activities are allowed on a State computer, but are to be done on personal time (lunch time or break). Participation is in no way to be considered part of or arising out of employment for the purposes of workers' compensation or for any other purpose.



Eligibility & Participation

All employees and spouses enrolled in a State of Nebraska health plan can participate in **wellNEssoptions**.

To Get Started

Approximately 10 days after your health plan coverage begins, you and your spouse (if enrolled) will receive a welcome letter from HealthFitness with information about the **wellNEssoptions** program and how to register on www.wellnessoptions.nebraska.gov. On the **wellNEssoptions** website, you can register for your biometric health screening (April-May), complete your online health assessment, and enroll in a wellness program designed to help you achieve and maintain a healthy lifestyle.



For **wellNEssoptions** website log-in support, call 1-866-956-4285 option 1.

Wellness Incentives

Employees and spouses who complete three simple steps each year are eligible to enroll in the Wellness Health Plan.

Wellness Health Plan Advantages

- Plan with lowest deductible and annual out-of-pocket maximums
- All blood work (including preventive) is covered up to \$500
- No age restrictions for preventive screenings
- Thyroid testing
- Bone density testing (no age restriction)
- Routine and follow-up mammograms covered at 100%
- Routine and follow-up colonoscopies covered at 100%
- Cholesterol medications at a reduced copay or no cost for generics
- Hypertension (high blood pressure) medications at a reduced copay or no cost for generics
- Diabetic prescriptions at a reduced copay
- Hemoglobin A1C testing twice per year
- Routine prostate cancer screening
- Vision exam with a copay

Qualifying for Wellness Health Plan – New Hires/New Plan Participant

If you are a new hire or new plan participant enrolling in a State of Nebraska health insurance plan, you can elect the Wellness Health Plan for the 2014-15 plan year by completing the following qualifying steps:

- Step 1** Register in the [wellNEssoptions](http://www.wellnessoptions.nebraska.gov) website at www.wellnessoptions.nebraska.gov
- Step 2** Complete your online health assessment



IMPORTANT:

If you enroll in the Wellness Health Plan and fail to complete your online health assessment on the [wellNEssoptions](http://www.wellnessoptions.nebraska.gov) website in the first 30 days of coverage, you will automatically be defaulted to the Regular Plan, retroactive to the date your Wellness Health Plan coverage began. As a result, your premium will increase and your coverage will change.

Follow Your Progress Online

Track the completion of your progress at www.wellnessoptions.nebraska.gov. After you register and set up your personal settings, you can review your progress on your Rewards tab located in your [wellNEssoptions](http://www.wellnessoptions.nebraska.gov) website account.

No Penalties for Poor Health

The Wellness Health Plan qualification criteria is based on active participation and completion of specific wellness programs, and is not based on your individual health factors, health assessment answers or biometric screening results. This means you will not be penalized for having or reporting poor health behaviors, lifestyle risks or conditions. Federal regulations prohibit a group health plan from discriminating among individuals based on their health status. Because the State of Nebraska does not condition eligibility for the Wellness Health Plan upon a participant's ability to meet a health standard, the program meets the nondiscrimination requirements under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA").

Your health plan is committed to helping you achieve your best health. Incentives for participating in the [wellNEssoptions](http://www.wellnessoptions.nebraska.gov) program are available to all employees. If you think you may be unable to meet a requirement under the [wellNEssoptions](http://www.wellnessoptions.nebraska.gov) program, you may qualify in a different manner. Please contact a Wellness Specialist at 402-471-4110 or 402-471-4703 and we will work with you and with your doctor to find a wellness program that is right for you in light of your health status.

2014-15 Wellness Health Plan Premium Savings

Plan Name	Single	Two-Party	Four-Party	Family
Regular Health Plan	\$1,394.64	\$3,695.76	\$2,858.88	\$4,950.72
Wellness Health Plan	\$1,162.80	\$3,081.60	\$2,383.92	\$4,128.24
You Save:	\$231.84	\$614.16	\$474.96	\$822.48



2015-16 Wellness Plan Qualifications

The following confidential programs are available to all those enrolled in any of the State of Nebraska health plans. However, to qualify for enrollment into the Wellness Health Plan, BOTH the enrolled employee AND covered spouse (if applicable) must complete all 3 STEPS on an annual basis.

- Step 1** **Complete an Annual Biometric Health Screening**
Three confidential options available April 1 – May 31, 2014.
- Step 2** **Complete the Annual Online health assessment**
The confidential online questionnaire must be completed between April 1 – May 31, 2014.
- Step 3** **Enroll and Complete a Wellness Program**
Enroll and begin your choice of at least one of the following confidential wellness programs between April 1 – November 20, 2014.
Complete program by March 31, 2015.

Employees hired after these event deadlines may still be eligible to enroll in the Wellness Health Plan. Contact your HR representative or Employee Wellness & Benefits to get more information.

Wellness Programs

Personalized Lifestyle Program

- Self-directed digital coaching program
- Complete the enrollment consultation, 30-day and 90-day check-in surveys

Cardio Tracker

- Maintain or improve your health by being physically active
- Log 60 workouts of at least 30 minutes per day; one credit given per day

Walk This Way®

- Boost your activity level by wearing a pedometer and tracking your steps
- Log a minimum of 900,000 steps online

EMPOWERED Coaching™: Lifestyle Management

- Work with a Wellness program coach to support and guide you in making lifestyle changes
- Complete 8 or more goals with your coach

EMPOWERED Coaching™: Condition Management

- Manage a chronic health condition with help from a health coach
- Complete 8 or more goals with your coach

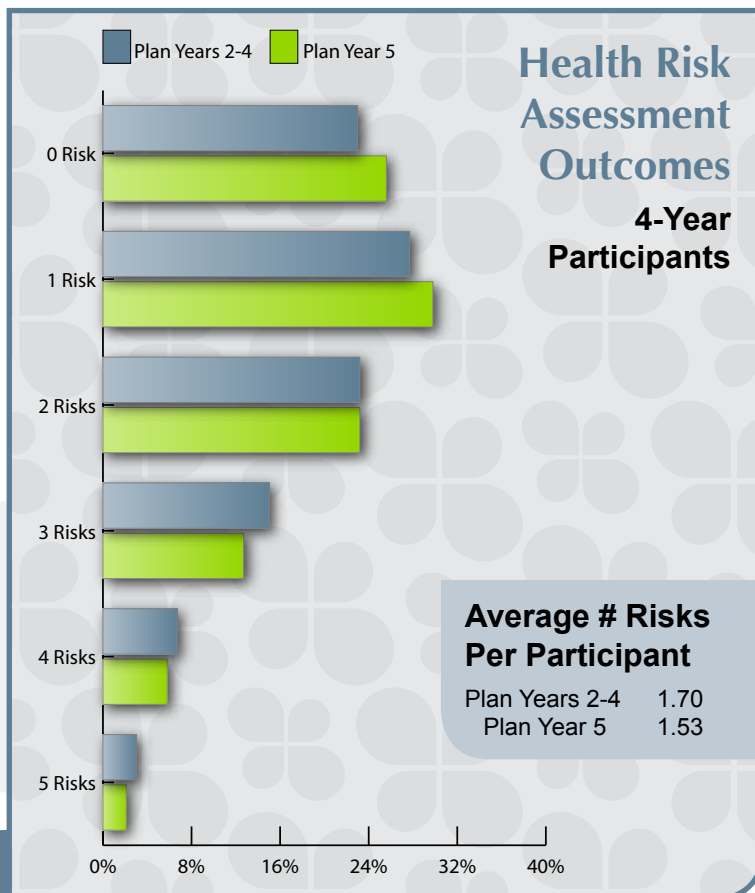
Wellness Program Results

Congratulations Wellness Program Participants!

Over 7,600 employees and spouses participated in **wellNESSoptions** health screenings and health risk assessments offered during April and May 2013. Employees and spouses who participated in wellness for the past four years saw their number of health risks reduce from an average of 1.70 to 1.53 (see chart below).

Below are other indicators that show how our health and wellness programs are improving the lives of State of Nebraska employees through preventive check-ups, screenings, and increased activity levels:

- 154 participants quit using tobacco
- 74% now exercise 3+ days per week
- 80% now consume 3+ fruits and vegetables a day
- Over 200,000 cardio log activities submitted
- Participants walked over 6 billion steps
- High Blood Pressure - 783 cases diagnosed
- High Cholesterol - 964 cases diagnosed
- Colorectal screenings detected 626 cases of benign polyps
- Cervical screenings detected 117 cases of pre-cancerous lesions
- Breast exams detected 9 cases of early stage cancer



A Culture of Health & Wellness

As a result of our wellness program efforts and outcomes, the State of Nebraska is among the leaders across the country in wellness. The State's **wellNESSoptions** program has received several prestigious national awards including the 2010 and 2012 Gold Well Workplace by the Wellness Council of America, the Innovations Award from The Council of State Governments, and the coveted 2012 C. Everett Koop National Health Award.

Wellness Champions

Employee Wellness & Benefits partners with Wellness Champions from several agencies across the state to provide feedback and help with promoting and supporting a culture of wellness. There are over 140 volunteers who serve as State of Nebraska Wellness Champions! Wellness Champions encourage their co-workers to adopt healthy behaviors in order to positively impact their quality of life. They are also instrumental in providing input on several Wellness Health Plan design enhancements. If you have a strong desire to help others, model a healthy lifestyle and want to help build a culture of wellness within your work area, speak with a Wellness & Benefits Specialist on the Employee Wellness & Benefits team.

Wellness Wall of Fame Recognition

Periodically, we learn about success stories from participants who have or are taking control of their lives and are making some pretty amazing lifestyle changes resulting in significant health improvements. For many, it is a life changing experience – almost a second outlook on life. The purpose of the Wellness Wall of Fame recognition is to encourage, recognize, educate and create a standard of excellence for promoting healthy lifestyles by encouraging active living and healthy choices that shape the future of a culture of wellness within the State of Nebraska workforce.

Annual Governor's Wellness Award Banquet

The Governor continues to enthusiastically support and promote wellness initiatives for the State of Nebraska. Each year, the Governor recognizes individuals and agencies for going above and beyond in promoting and establishing a healthy lifestyle during the Annual Wellness Awards Banquet. The Wall of Fame recipients, State of Nebraska Agency Wellness Champions, and Agency Directors (for those agencies with objective measures of health improvements, high wellness program participation percentage and participation growth) are recognized each year at the banquet.